

**Addendum 1- Questions & Answers
May 20, 2024**

Question: Is there any benefits administration system in place today?

Answer: No, we do not have a “Benefits Administration” system.

Question: Can you please provide employee information?

Answer: This RFP is to secure a brokerage firm to represent OATS, not to get insurance quotes. The winning bidder will be supplied that information when its time to get insurance quotes toward the end of the year. Below is a snapshot of the number of employees we have as of May 6, 2024 by age group:

May 6, 2024 Employee Stats			
Age	Females in Age Group	Males in Age Group	Total Employees
21-30	5	7	12
31-40	14	10	24
41-50	27	19	46
51-60	68	64	132
61-70	67	163	230
71-80	13	87	100
81+	1	10	11
		Total	555

Question: How many spouses and children are currently enrolled in benefits?

Answer: For our health, dental and vision insurance, below are the numbers currently enrolled.

- Health Insurance: 132 employees, 8 spouses, 5 children, 2 family
- Dental Insurance: 179 employees, 48 spouses, 10 children, 10 family
- Vision Insurance: 159 employees, 42 spouses, 12 children, 5 family

Question: Is the RFP only the result of a requirement to receive government funds or a by-law? Or is OATS performing the RFP under their own volition due to dissatisfaction/poor performance with their current broker?

Answer: We are issuing the RFP in accordance with our procurement policy, not due to dissatisfaction with incumbent broker.

Question: Is OATS Transit currently, Fully-Insured, Self-Insured, or Level-Funded through Anthem?

Answer: Fully-Insured

Question: Can you provide the current broker fee structure?

Answer: Unknown, not paid my OATS

Question: Can you explain the 5th bullet on page 5 “When requested, assist in ascertaining replacement cost value for property”.

Answer: That bullet point was in this RFP in error. You can disregard it.

Question: What do you feel are the top 3 challenges as it relates to your benefit program and administration? What is the most predominate positive and negative feedback Oats receives from employees regarding the benefit program?

Answer: None that are not already addressed in the RFP